



**WORKFORCE
PLANNING
AUSTRALIA**

Inaugural Conference
The Grace Hotel, York Street
Sydney, June 4–5 2009

Quality workforce planning is a critical tool for business leaders steering their organisations through the turbulence of the current global economic crisis.

Those who retain 'mission critical' employees and manage workforce exits will be better equipped to respond to their short, medium and longer term business demands than those businesses who do not.

Many employers need to position themselves to retain and attract the talent they require now and in the future while reducing workforce numbers in response to current economic circumstances. This can be achieved through evidence based workforce planning — an essential element of good business practice in any economic environment.

Employers should not be distracted (by the economic crisis) from the reality that skill shortages will remain and will continue to worsen for many job groups. Unfortunately the global economic crisis will not slow down the ageing process or the age profile of our workforce. Employers need to position themselves to manage now and to be ready for the recovery.

Julie Sloan, Director
Workforce Planning Australia
March 2009

Conference Program

Day 1

8.30–9.00

Registration

9.00–9.15

Open & Introduction

Julie Sloan, Director
Workforce Planning Australia

9.15–10.30

Workforce Planning:
Luxury or Imperative in Our
Current Economic Environment

Ass. Prof. John Spoehr,
Executive Director
Dr. Kate Barnett,
Deputy Executive Director
Eric Parnis,
Senior Research Associate
Australian Institute for Social
Research, Adelaide University

10.30–10.45

Morning Tea

10.45–11.45

Progressing Workforce Planning
Global & Australian Lessons
Learned

Julie Sloan, Director
Workforce Planning Australia

11.45–12.30

Case Study 1:
Commonwealth Government
Progressing Workforce
Planning in AusAID, ACT

Therese Mills, Assistant Director
General People & Planning Branch

12.30–1.30

Lunch

1.30–2.00

Case Study 2:
Northern Territory Government
Whole of Government
Workforce Planning Framework

Danielle Cross
Office of the Commissioner for
Public Employment

2.00–2.30

Case Study 3:
Building Leadership Capabilities
in Workforce Planning

Tracey Scott, Executive Director,
Sarah Temple, HR Director
Department of Planning and
Infrastructure,
Organisational & Business Services,
Northern Territory Government

2.30–3.00

Case Study 4:
South Australian Government
Department for Further
Education Employment Science
and Technology (DFEEST)

Kerryn Burr, Manager
Workforce Development and
Human Resources
Michelle Lyon-Green,
Senior Consultant
Organisational Development

3.00–3.30

Case Study 5:
New South Wales Government
Greater Western Area Health
Services (GWAHS) NSW

Adj. Prof. Jenny McParlane, Director
Leigh Hewitt,
Workforce Planning Manager
Workforce Development Directorate,
Greater Area Health Service NSW

3.30–3.45

Afternoon tea

3.45–4.30

Panel:
Questions & answers from
case studies

4.30–5.00

Summary & Close

Conference Program

Day 2

8.30–9.00

Registration

9.00–9.15

Recap of Day 1 & Outline of Day 2

Julie Sloan, Director
Workforce Planning Australia

Initiatives in Regional Workforce Developments

9.15–10.00

Case Study 6:
Southern Adelaide

Bridget Ransome,
Economic Development Officer
City of Marion
Glenn Hickling, Economic
Development Officer
City of Onkaparinga

10.00–10.30

Case Study 7:
North West Tasmania

Lynn Fitzgerald,
Workforce Development Director
John Furness, Project Manager
Department of Economic
Development and Tourism, Tasmania

10.30–10.45

Morning Tea

10.45–11.30

Case Study 8:
A Local Government Initiative
Nillumbik Shire Council,
Victoria

Suzy Ellingsen, Manager
Organisational Development and Risk,
Nillumbik Shire Council, Victoria

11.30–12.00

Case Study 9:
Private Sector Queensland
My Love/Hate Relationship with
Workforce Planning

Stuart Spence,
Human Resources Manager
Australian Helicopters Pty. Ltd.

12.00–12.30

Panel:
Questions & answers from
case studies

12.30–1.30

Lunch

1.30–3.30

Workforce Planning:
A Practical Training Session

Standards Australia Guidelines on
Workforce Planning
Tools & Templates for:

- Workforce Profiling –
The Questions That Need To
Be Answered
- Supply & Demand Gap Calculations
- Risk Assessment of Supply
- Succession Planning
- Writing your workforce planning
'data story'
- Reporting on workforce planning
outcomes, trends and projections
- Evaluating your workforce planning
outcomes
- Mapping and monitoring workforce
planning initiatives

3.30–3.45

Afternoon Tea

3.45–4.00

Summary & Close

Julie Sloan, Director
Workforce Planning Australia

Delegate Registration Form

Title Mr / Mrs / Ms / Dr _____

First Name _____

Surname _____

Job Title _____

Organisation _____

Street Address _____

City _____

State _____ **Postcode** _____

Telephone _____

Mobile _____

Email _____

Payment Method Visa / Mastercard / Cheque*

*payable to: Workforce Planning Australia ABN 23 680 883 795

Card Number _____

Expiry Date _____ **Security Code** _____

Name _____

Date _____

Signature _____

Conference fee \$2000 for 2 day event
or \$1800 if payment received by April 30 2009

Complete and fax to 08 8269 7499
or mail to PO Box 337, Tynte Street, North Adelaide 5006

To download and complete an electronic version, visit the
WPA website: workforceplanning.com.au

How did you hear about the Workforce Planning Australia Inaugural Conference?

WPA Website / Conference Flyer / WPA Email /
Word of Mouth / Other

I wish to register for the 2009 WPA Inaugural Conference, and have read and agree to the Registration Booking Terms and Conditions:

Signature _____

Registration Booking Terms and Conditions

1. Bookings will be processed when receipt of the registration form accepting the booking terms and conditions has been received.
2. All fees must be paid at least fourteen (14) working days prior to commencement of the conference. Where any fees are not paid by this time Workforce Planning Australia will determine the registration incomplete.
3. All cancellations must be made in writing via mail, fax or email to WPA. Cancellations received up until May 4th 2009 will receive a refund minus a \$75.00 administrative fee. Cancellations received after May 15th will not be refunded. Registrations are transferable subject to WPA approval. Refunds will be processed within 30 days after the cancellation is received by WPA. Participants who fail to attend the conference without advising the WPA under the cancellation policy will be charged the full fee.